

7225 Stall Road - P.O. Box 63009
North Charleston, SC 29419



Phone: (843) 764-3072
Fax: (843) 574-3242

An Equal Opportunity Employer

APPLICATION FOR EMPLOYMENT

This application must be completed in full and signed. By completing this application, you are neither guaranteed an interview or a job offer. The North Charleston Sewer District is an equal opportunity employer and is an at will organization. Thus, you can end your employment with the District at any time and the District can end your employment at any time without notice. This application and certain information contained herein may be subject to the Freedom of Information Act (FOIA). This means if you apply for a position and we receive a FOIA request we are required to provide a copy of this application. The hiring department will notify you if you are selected for an interview. All applications on kept on file for a two (2) year period after date of application.

Position Applied For:			Date of Application:	
Last Name		First Name		Middle Initial
Address		City	State	Zip Code
Home Telephone	Cell Phone Number	E-Mail Address		

Have you ever been an employee of the North Charleston Sewer District? Yes No If yes, when and what position held previously?

Department _____ Position _____ Dates: From _____ To _____
Do you have any relatives that are employed at the North Charleston Sewer District? Yes No If yes, provide the following information:

Name	Department	Relation
Are you able to provide proof that you are eligible to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Have you been convicted of a felony or plead "no contest" to a felony charge within the past seven years? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Do you currently have any criminal charges pending other than speeding violations less than 10 miles over the limit? <input type="checkbox"/> Yes <input type="checkbox"/> No		
(Note: An answer of "Yes" does not necessarily mean you will not be considered for employment)		
If Yes, please specify date(s) and nature of offense(s): _____		

Have you ever defaulted on a National Direct Student Loan, a National Defense Student Loan, a Guaranteed-Federally Insured Student Loan, a Nursing Student Loan? Health Professions Student Loan, or Law Enforcement Educational Loan? Yes No

When are you available to work? Please check all that apply. Full Time Part Time Rotating Shifts Temporary

EDUCATION: Beginning with High School, provide information on all schools attended including universities, colleges, technical and trade schools.

Name and State of School	Check Highest Level Completed	Degree	Major	
High School	9 10 11 12			
Trade/Technical School	1 2 3 4			
Undergraduate School	1 2 3 4			
Graduate School/Post Graduate School	1 2 3 4 5 6			
List any Professional or Trade Certificates that you have. You may be required to provide verification.	Name of Certification	Issuing Organization	Issue Date	Expiration Date

The North Charleston Sewer District is an Equal Opportunity Employer. All applicants are considered for employment without regard to color, race, sex, religion, age, national origin, marital status, veteran status, disability or genetic information. If you believe you have been discriminated against for any of these reasons for consideration of this application, please notify the Director of Human Resources at 7225 Stall Road, North Charleston, SC, 29419. It is also your right to notify the Equal Employment Opportunity Commission, Office of Federal Contract Compliance Programs or any other appropriate local or state agency of your complaint.

Rev. 10/4/2016

EMPLOYMENT EXPERIENCE

List jobs starting with your **present or most recent job first.** Include any military experience. Account for employment/educational activity within the last seven (7) years. **A Resume may be attached but does not take the place of this form. All information must be filled in.** If you need more space, please attach a separate sheet and sign. Incomplete information may cause delays for your application to be forwarded to the hiring department.

Company Name	Telephone ()	Dates Employed From: To:
		<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time
Address	May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Job Title	Reason for Leaving	
Describe duties:	Start Salary	End Salary
List Tools, equipment and computer software utilized in this position.		

Company Name	Telephone ()	Dates Employed From: To:
		<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time
Address	May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Job Title	Reason for Leaving	
Describe duties:	Start Salary	End Salary
List Tools, equipment and computer software utilized in this position.		

Company Name	Telephone ()	Dates Employed From: To:
		<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time
Address	May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Job Title	Reason for Leaving	
Describe duties:	Start Salary	End Salary
List Tools, equipment and computer software utilized in this position.		

MILITARY STATUS

Have you served on active duty in the U.S. Armed Forces? Yes No

If yes, did you receive an honorable discharge? Yes No

If you received any discharge other than honorable please provide the specific type of discharge you received and explain the reason for your discharge:

Please provide a copy of your DD214 which includes information about your separation and characterization of the discharge.

OTHER EXPERIENCE AND DRIVER'S LICENSE INFORMATION

Typing/Word Processing	How many words per minute can you type? _____
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Computer Software	Indicate the types of software you are skilled in using: <input type="checkbox"/> Windows <input type="checkbox"/> Word <input type="checkbox"/> Excel <input type="checkbox"/> PowerPoint <input type="checkbox"/> Access <input type="checkbox"/> Outlook <input type="checkbox"/> Internet Other: _____
Telephone Experience	Have you operated a multi-line phone? <input type="checkbox"/> Yes <input type="checkbox"/> No Number of Lines? _____ Years of Experience? _____
Driver's License	Do you have a Valid Driver's License? <input type="checkbox"/> Yes <input type="checkbox"/> No State: _____ Expires: _____ License No.: _____ Do you have a Valid Commercial Driver's License (CDL)? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Permit <input type="checkbox"/> Class A <input type="checkbox"/> Class B

YOU MUST SIGN THIS APPLICATION AND PLEASE READ THE FOLLOWING CAREFULLY:

I certify that all answers given herein are true and complete to the best of my knowledge. I authorize any investigation and reference checks as well as the investigation of all statements contained in this application for employment that may be necessary in arriving at an employment decision. I hereby understand and acknowledge that, unless otherwise defined by applicable law and as outlined below that:

EMPLOYEES OF THE NORTH CHARLESTON SEWER DISTRICT ARE EMPLOYED AT WILL. THAT MEANS THAT EITHER THE EMPLOYEE OR THE DISTRICT MAY END EMPLOYMENT AT ANY TIME AND FOR ANY REASON. NOTHING IN THE DISTRICT'S HANDBOOKS, MANUALS, POLICIES, RULES, OR OTHER WRITTEN DOCUMENTS CREATES ANY CONTRACT OF EMPLOYMENT. CURRENT OR PAST POLICIES, PRACTICES OR PROCEDURES DO NOT INCLUDE A PROMISE OR CONTRACT THAT THOSE POLICIES, PRACTICES OR PROCEDURES WILL CONTINUE IN THE FUTURE. ANY AND ALL POLICIES PRACTICES OR PROCEDURES MAY BE CHANGED BY THE DISTRICT FROM TIME TO TIME. ORAL OR WRITTEN ASSURANCES AND/OR REPRESENTATIONS OF THE DISTRICT AND/OR ITS MANAGERS, SUPERVISORS OR AGENTS DO NOT FORM A CONTRACT OF EMPLOYMENT UNLESS (1) THE TERMS ARE IN WRITING AND INCLUDE THE DURATION OR TERM OF THE CONTRACT; (2) THE WRITING OR DOCUMENT IS LABELED "CONTRACT OF EMPLOYMENT;" AND (3) THE DOCUMENT IS SIGNED BY THE DISTRICT MANAGER.

In the event of employment, I understand that false and misleading information given in my application or interview(s) may result in discharge. I understand, also that I am required to abide by all rules and regulations of the North Charleston Sewer District.

I understand that photographs and/or video recordings may be taken of me by the District only at District worksites or District sponsored events. By signing below, I hereby give permission that photos and/or videos containing my image/likeness may be used for publicity or general information purposes including publication on the NCSD web site/intranet, annual budget publication or within presentations given to groups related to District activities. Photographs and/or video recordings will not be published on any social media sites. The District will not seek any further permission nor provide any notification before using such photos.

By attaching an electronic signature (whether typed, graphical, or free form) I certify herein that I have read and understood all the statements listed above and throughout this application.

Signature of Applicant	Date
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NORTH CHARLESTON SEWER DISTRICT

An Equal Opportunity Employer
EEO Information

Phone: (843) 764-3072
Fax: (843) 574-3242

7225 Stall Road - P.O. Box 63009
North Charleston, SC 29419

In accordance with Equal Employment Laws we are required to maintain statistical data on all applicants. This form is NOT part of the employment application and is not used for screening purposes of candidates. The information on this sheet regarding, race, sex and age is needed for statistical purposes to meet federal compliance reporting requirements on equal employment opportunity. This information is needed to analyze and assure compliance with the Federal Equal Employment Opportunity Laws. Your participation in this survey is kept in a confidential file and is detached from your employment application form prior to review of qualifications by the hiring department. To assist us in complying with government recordkeeping and other legal requirements, please fill out the EEO Questionnaire below. Providing this information is strictly voluntary, and refusal to provide it will not subject you to any adverse treatment. Any information provided by you will be kept confidential and only used with applicable Federal laws and regulations.

PLEASE PRINT

Date: _____ Gender: Male Female Age: _____

Name: Last _____ First _____ Middle _____

Position(s) Applied for: _____

Where did you learn about the job opening? NCSW Website, Newspaper Ad, Employment website, Job Service, Walk-in, Job Fair, District employee.

Check one if applicable: Disabled Individual Disabled Veteran Vietnam Veteran

Please identify your Race/Ethnic Data by checking one category below: (Note: If identifying yourself as two or more races or ethnic groups, please only check the category two or more races below).

- African American or Black (Not Hispanic or Latino)**
A person having origins in any of the black racial groups of Africa.
- American Indian or Alaskan Native** - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- Asian or Pacific Islander** - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- Hispanic or Latino** - A person having origins of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish Culture or origin regardless of race.
- White or Caucasian (Not Hispanic or Latino)** - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Other Pacific Islander or Native Hawaiian (Not Hispanic or Latino)** - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Two or more races.**

 I do not wish to enter voluntary self-identification EEOC information on this form.

Signature

Date

NOTICE TO INDIVIDUALS WITH DISABILITIES, DISABLED VETERANS AND VIETNAM ERA VETERANS

Federal government contractors are subject to Section 403 of the Vietnam Era Veterans Readjustment Act of 1974 which requires that they take affirmative action to employ and advance in employment qualified disabled veterans of the Vietnam Era; and section 503 of the Rehabilitation Act of 1973, as amended, which requires the same of qualified disabled individuals. If you are a disabled veteran or have a physical or mental disability, you are invited to volunteer that information. The reason is to provide information regarding proper placement and appropriate accommodation to enable you to perform the essential functions of the position in a proper and safe manner. The information will not adversely affect any consideration for employment at the North Charleston Sewer District. If you wish to be identified, sign here: _____

**DISCLOSURE OF PROCUREMENT OF CONSUMER REPORT
AND/OR INVESTIGATIVE CONSUMER REPORT**

PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY:

PLEASE BE ADVISED that North Charleston Sewer District may obtain a Consumer Report about you in order to evaluate your eligibility **for employment purposes**. It may be an Investigative Consumer Report, which may include information about your character, general reputation, personal characteristics, and mode of living. You have the right to request disclosure of the nature and scope of the report, which may involve personal interviews with sources such as your neighbors, friends, associates, or others.

These reports may include credit information, credit history, employment history and reference checks, criminal and civil history information, motor vehicle records and moving violation reports (“driving records”), sex offender status reports, education verification, professional licensure verification, and other items.

THE UNDERSIGNED HEREBY ACKNOWLEDGES THAT HE/SHE HAS READ THE FOREGOING DISCLOSURE.

APPLICANT’S SIGNATURE

DATE

APPLICANT’S NAME IN BLOCK LETTERS

Client Name: North Charleston Sewer District

Client Account No.: 12051314

Requestor's Name:

Client Phone No.:

AUTHORIZATION

I HEREBY AUTHORIZE North Charleston Sewer District (the "End User") to obtain "consumer reports" and/or "investigative consumer reports" at any time after receipt of this Authorization and, if I am hired, throughout my employment. To this end, I hereby authorize, without reservation, any person or entity, law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information to **ESS Inc., 2500 Southlake Park, Birmingham, AL 35244**, toll free 866.859.0143, www.es2.com, or its subcontractor or another outside organization acting on behalf of ESS. The term "background information" includes, but is not limited to, employment history, reference checks, criminal and civil history information, motor vehicle records, moving violation reports, sex offender status information, credit reports, education verification, professional licensure verification, drug testing, information related to my Social Security number, and information concerning workers' compensation claims. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original. I acknowledge receipt of the Disclosure of Procurement of Consumer Report and/or Investigative Consumer Report. I understand I can view ESS's Privacy Policy on its website, www.es2.com.

You have the right to request from the End User a written summary of the rights of a consumer prepared pursuant to the Fair Credit Reporting Act, 15 U.S.C. § 1681g(c).

Signature of Employee or Prospective Employee

Date

IF THE EMPLOYEE OR PROSPECTIVE EMPLOYEE IS A MINOR CHILD UNDER THE AGE OF EIGHTEEN YEARS:

I am the parent or legal guardian of the minor child who signed hereinabove; having read the foregoing Authorization, and in my capacity the minor's parent or legal guardian, I hereby authorize and consent to the obtaining of "consumer reports" and "investigative consumer reports" at any time after receipt of this Authorization and, if the minor is hired, throughout the minor's employment.

Signature of Parent or Legal Guardian

Date

APPLICANT INFORMATION: TO BE COMPLETED BY APPLICANT: PLEASE USE BLACK INK

The following is for identification purposes only to perform the background check and will not be used for any other purpose.

Print: Last Name				First Name		Middle Initial	
Date of Birth		Social Security Number		Driver's License Number		State	
Current Address:			City	State	Zip Code		
Previous Address (Past 7 Years):			City	State	Zip Code		
Previous Address (Past 7 Years):			City	State	Zip Code		
Alias Names (Other names I have been known by):							
Degree Obtained		Year Graduated		Name of School		City and State of School	
Last Name Used at Time of Graduation							

Searches to be Ordered

Para informacion en espanol, visite www.consumerfinance.gov/learnmore o escribe a la

Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20522.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - A person has taken adverse action against you because of information in your credit report;
 - You are the victim of identity theft and place a fraud alert in your file;
 - Your file contains inaccurate information as a result of a fraud;
 - You are on public assistance;
 - You are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.

- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:

1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates.

b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:

2. To the extent not included in item 1 above:

a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks

b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act

c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations

d. Federal Credit Unions

3. Air carriers

4. Creditors Subject to Surface Transportation Board

5. Creditors Subject to Packers and Stockyards Act, 1921

6. Small Business Investment Companies

7. Brokers and Dealers

8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations

9. Retailers, Finance Companies, and All Other Creditors Not Listed Above

CONTACT:

a. Consumer Financial Protection Bureau
1700 G Street NW
Washington, DC 20552

b. Federal Trade Commission: Consumer Response Center – FCRA
Washington, DC 20580
(877) 382-4357

a. Office of the Comptroller of the Currency
Customer Assistance Group
1301 McKinney Street, Suite 3450
Houston, TX 77010-9050

b. Federal Reserve Consumer Help Center
P.O. Box 1200
Minneapolis, MN 55480

c. FDIC Consumer Response Center
1100 Walnut Street, Box #11
Kansas City, MO 64106

d. National Credit Union Administration
Office of Consumer Protection (OCP)
Division of Consumer Compliance and Outreach (DCCO)
1775 Duke Street
Alexandria, VA 22314

Asst. General Counsel for Aviation Enforcement & Proceedings
Aviation Consumer Protection Division
Department of Transportation
1200 New Jersey Avenue, SE
Washington, DC 20590
Office of Proceedings, Surface Transportation Board
Department of Transportation
395 E Street S.W.
Washington, DC 20423

Nearest Packers and Stockyards Administration area supervisor

Associate Deputy Administrator for Capital Access
United States Small Business Administration
409 Third Street, SW, 8th Floor
Washington, DC 20416

Securities and Exchange Commission
100 F St NE
Washington, DC 20549

Farm Credit Administration
1501 Farm Credit Drive
McLean, VA 22102-5090

FTC Regional Office for region in which the creditor operates or
Federal Trade Commission: Consumer Response Center – FCRA
Washington, DC 20580
(877) 382-4357